



**FOR IMMEDIATE RELEASE**

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**PUBLIC INPUT REQUESTED AS MANAGER SEARCH MOVES FORWARD  
High Point Residents Asked To Participate In Focus Groups As Part Of The Selection Process**

**HIGH POINT, NC (August 19, 2014)** – The City of High Point is moving forward in the process to hire a new City Manager. This will begin with focus groups conducted by the staff of Developmental Associates, LLC with the Council, City staff, and citizens (including Council candidates) on Monday, August 25. High Point residents will be asked to participate in a town hall style focus group at 2:30 p.m. in the City Hall Council Chambers. The focus groups will identify the major challenges facing the City and the critical competencies needed in the next High Point City Manager. This information will drive the development of the remainder of the process. On Tuesday, August 26, residents will be given an email address where they can share any insight and comments with the consultant.

Based on this job analysis, Developmental Associates will design a job advertisement that will be placed with leading professional associations. A link to the website will be included on the City website as well. Developmental Associates will then undertake an intensive recruitment process throughout the month of September.

In early October, Developmental Associates will meet with the City Council to conduct the initial screening of candidates. The goal of this meeting will be to reduce the number of candidates moving forward to about 15. Then, Developmental Associates will conduct a more intensive assessment of those candidates (a secondary screening) and will present their findings to the City Council in mid-October.

Approximately 5-7 candidates would then be invited to High Point to participate in an assessment center. During the assessment center, Developmental Associates will construct additional exercises, such as presentations, written plans, and meeting simulations that enable candidates to demonstrate other competencies, such as writing, planning, problem solving, and interpersonal skills. The Council will be ready to invite 1-3 candidates to participate in final interviews in November.



While final interviews are occurring, elections will be held that will change the makeup of the Council. The outgoing City Council has committed to involving new Council members in the selection process once elections are complete.

“The current Council will seek to include newly elected Councilmembers prior to the selection of the new City Manager,” according to Mayor Bernita Sims.

Please contact Jeron Hollis, Communications Officer with the City of High Point, with any questions at 336.883.8507.

*The City of High Point aims to serve as the catalyst for bringing together the community's human, economic and civic resources for the purpose of creating the single most livable, safe and prosperous community in America. For more information on the City, visit [www.highpointnc.gov](http://www.highpointnc.gov).*

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